

117TH CONGRESS  
2D SESSION

# H. R. 8012

To address the importance of foreign affairs training to national security,  
and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 9, 2022

Mr. KIM of New Jersey (for himself and Mr. CASTRO of Texas) introduced  
the following bill; which was referred to the Committee on Foreign Affairs

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## A BILL

To address the importance of foreign affairs training to  
national security, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

**3 SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “State Department  
5 Training Modernization Act”.

**6 SEC. 2. SENSE OF CONGRESS.**

7       It is the sense of Congress that—

8           (1) the Department of State is a crucial na-  
9           tional security agency, whose employees, both For-  
10          eign Service and Civil Service, require the best pos-

1       sible training and professional development at every  
2       stage of their careers to prepare them to promote  
3       and defend United States national interests and the  
4       health and safety of United States citizens abroad;

5               (2) the Department faces increasingly complex  
6       and rapidly evolving challenges, many of which are  
7       science and technology-driven, and which demand  
8       continual, high-quality training and professional de-  
9       velopment of its personnel;

10              (3) the new and evolving challenges of national  
11       security in the 21st century necessitates the expan-  
12       sion of standardized training and professional devel-  
13       opment opportunities linked to equitable, account-  
14       able, and transparent promotion and leadership  
15       practices for Department of State and other national  
16       security agency personnel; and

17              (4) consistent with gift acceptance authority of  
18       the Department and other applicable laws in effect  
19       as of the date of the enactment of this Act, the De-  
20       partment and the Foreign Service Institute may ac-  
21       cept funds and other resources from foundations,  
22       not-for-profit corporations, and other appropriate  
23       sources to help the Department and the Institute en-  
24       hance the quantity and quality of training and pro-  
25       fessional development offerings, especially in the in-

1 introduction of new, innovative, and pilot model  
2 courses.

3 **SEC. 3. APPROPRIATE CONGRESSIONAL COMMITTEES DE-**  
4 **FINED.**

5 In this Act, the term “appropriate congressional com-  
6 mittees” means—

7 (1) the Committee on Foreign Relations and  
8 the Committee on Appropriations of the Senate; and  
9 (2) the Committee on Foreign Affairs and the  
10 Committee on Appropriations of the House of Rep-  
11 resentatives.

12 **SEC. 4. TRAINING AND PROFESSIONAL DEVELOPMENT**  
13 **PRIORITIZATION.**

14 In order to provide the Civil Service of the Depart-  
15 ment of State and the Foreign Service with the level of  
16 professional development and training needed to effec-  
17 tively advance United States interests across the world,  
18 the Secretary of State shall—

19 (1) increase relevant offerings provided by the  
20 Department—

21 (A) of interactive virtual instruction to  
22 make training and professional development  
23 more accessible and useful to personnel de-  
24 ployed throughout the world; or

(B) at partner organizations, including universities, industry entities, and nongovernmental organizations, throughout the United States to provide useful outside perspectives to Department personnel to provide such personnel—

(A) extending the A-100 entry-level course to not less than 12 weeks, better matching the length of entry-level training and professional development provided to the officers in other national security departments and agencies; and

(B) extending the chief of mission course to not less than 6 weeks for first time chiefs of mission and creating a comparable 6-week course for new Assistant Secretaries and Deputy Assistant Secretaries to more accurately reflect the significant responsibilities accompanying such roles.

## **13 SEC. 5. FELLOWSHIPS.**

The Director General of the Foreign Service shall—

(1) establish new fellowship programs for Foreign Service and Civil Service officers that include short- and long-term opportunities at organizations, including—

(A) think tanks and nongovernmental organizations;

(B) the Department of Defense, the elements of the intelligence community (as defined in section 3 of the National Security Act of 1947 (50 U.S.C. 3003)), and other relevant Federal agencies;

(C) industry entities, especially such entities related to technology, global operations, finance, and other fields directly relevant to international affairs; and

(D) schools of international relations and other relevant programs at universities throughout the United States; and

(2) not later than 180 days after the date of the enactment of this Act, provide Congress with a report on how the Department could expand the Pearson Fellows Program for Foreign Service Officers and the Brookings Fellow Program for Civil Servants at the Department of State to allow fellows in those programs the opportunity to undertake a follow-on assignment within the Department in an office that will benefit from practical knowledge of the people and processes of Congress, including offices other than the Legislative Affairs Bureau (H), including—

(B) an assessment of the options for making congressional fellowships for both the Foreign and Civil Services more career-enhancing.

**4 SEC. 6. BOARD OF VISITORS OF THE FOREIGN SERVICE IN-**  
**5 STITUTE.**

6 (a) ESTABLISHMENT.—Not later than 1 year after  
7 the date of the enactment of this Act, the Secretary of  
8 State shall establish a Board of Visitors of the Foreign  
9 Service Institute.

(b) DUTIES.—The Board of Visitors established under subsection (a) shall provide the Secretary of State with independent advice and recommendations on organizational management, strategic planning, resource management, curriculum development, and other matters of interest to the Foreign Service Institute, including regular observations about how well the Department is integrating training and professional development into the work of the bureau for Global Talent Management (GTM).

19 (c) MEMBERSHIP.—

20 (1) IN GENERAL.—The Board shall be—

(A) nonpartisan; and

(B) composed of 12 members of whom—

(ii) 2 shall be appointed by the Ranking Member of the Committee on Foreign Relations of the Senate;

(iii) 2 shall be appointed by the Chairperson of the Committee on Foreign Affairs of the House of Representatives;

(iv) 2 shall be appointed by the Ranking Member of the Committee on Foreign Affairs of the House of Representatives; and

(3) OUTSIDE EXPERTISE.—Not fewer than 6 members of the Board shall have a minimum of 10 years of expertise outside the field of diplomacy.

1       (d) TERMS.—A member of the Board shall be ap-  
2 pointed for a term of 3 years, except that of the members  
3 first appointed—

4              (1) 4 shall be appointed for a term of 3 years;

5              (2) 4 shall be appointed for a term of 2 years;

6              and

7              (3) 4 shall be appointed for a term of 1 year.

8       (e) REAPPOINTMENT; REPLACEMENT.—A member of  
9 the Board may be reappointed or replaced at the discre-  
10 tion of the official who made the original appointment.

11      (f) CHAIRPERSON; Co-CHAIRPERSON.—

12              (1) APPROVAL.—The Chairperson and Co-  
13 Chairperson of the Board shall be approved by the  
14 Secretary of State based upon a recommendation  
15 from the members of the Board.

16              (2) SERVICE.—The Chairperson and Co-Chair-  
17 person shall serve at the discretion of the Secretary.

18      (g) MEETINGS.—The Board shall meet—

19              (1) at the call of the Director of the Foreign  
20 Service Institute and the Chairperson; and

21              (2) not fewer than 2 times per year.

22      (h) COMPENSATION.—A member of the Board shall  
23 serve without compensation, except a member of the  
24 Board shall be allowed travel expenses, including per diem  
25 in lieu of subsistence, at rates authorized for employees

1 of agencies under subchapter I of chapter 57 of title 5,  
2 United States Code, while away from their homes or reg-  
3 ular places of business in the performance of services for  
4 the Board. Notwithstanding section 1342 of title 31,  
5 United States Code, the Secretary of State may accept  
6 the voluntary and uncompensated services of members of  
7 the Board.

8       (i) APPLICABILITY OF FEDERAL ADVISORY COM-  
9 MITTEE ACT.—The Federal Advisory Committee Act (5  
10 U.S.C. App.) shall apply to the Board established under  
11 this section.

12 **SEC. 7. ESTABLISHMENT OF PROVOST OF THE FOREIGN  
13 SERVICE INSTITUTE.**

14       (a) ESTABLISHMENT.—There is established in the  
15 Foreign Service Institute the position of Provost.

16       (b) APPOINTMENT; REPORTING.—The Provost  
17 shall—

18           (1) be appointed by the Board of Visitors of the  
19 Foreign Service Institute of the Department of State  
20 established under section 6; and

21           (2) report to the Director of the Foreign Serv-  
22 ice Institute.

23       (c) QUALIFICATIONS.—The Provost—

24           (1) may not be an individual who is an officer  
25 or employee of the Federal Government or who has

1 ever been a career member of the Senior Foreign  
2 Service or the Senior Executive Service; and

3 (2) shall be an eminent authority in the fields  
4 of diplomacy, education, management, leadership,  
5 economics, history, trade, or technology.

6 (d) DUTIES.—The Provost shall—

7 (1) oversee, review, evaluate, and coordinate the  
8 academic curriculum for all courses taught and ad-  
9 ministered by the Foreign Service Institute;

10 (2) coordinate the implementation of a letter or  
11 numerical grading system for the performance of  
12 Foreign Service officers in courses of the Foreign  
13 Service Institute; and

14 (3) report not less frequently than quarterly to  
15 the Board of Visitors on curriculum developments  
16 and the performance of Foreign Service officers.

17 (e) TERM.—The Provost shall serve for a term of not  
18 fewer than 5 years and may be reappointed for 1 addi-  
19 tional term.

20 (f) COMPENSATION.—The Provost shall receive a sal-  
21 ary commensurate with the rank and experience of a mem-  
22 ber of the Senior Foreign Service or the Senior Executive  
23 Service, as determined by the Board of Visitors.

1   **SEC. 8. OTHER AGENCY RESPONSIBILITIES AND OPPORTU-**2                 **NITIES FOR CONGRESSIONAL STAFF.**

3                 (a) OTHER AGENCIES.—National security agencies  
4 other than the Department of State should be afforded  
5 the ability to increase the enrollment of their personnel  
6 in courses at the Foreign Service Institute and other train-  
7 ing and professional development facilities of the Depart-  
8 ment to promote a whole-of-government approach to miti-  
9 gating national security challenges.

10               (b) CONGRESSIONAL STAFF.—Not later than 180  
11 days after the date of the enactment of this Act, the Sec-  
12 retary of State shall provide the appropriate congressional  
13 committees with a report on offering training and profes-  
14 sional development opportunities at the Foreign Service  
15 Institute and other such Department of State facilities for  
16 congressional staff, to include budget impacts and poten-  
17 tial course offerings.

18   **SEC. 9. STRATEGY FOR ADAPTING TRAINING REQUIRE-**19                 **MENTS FOR MODERN DIPLOMATIC NEEDS.**

20               (a) IN GENERAL.—Not later than 1 year after the  
21 date of the enactment of this Act, the Secretary of State  
22 shall develop and submit to the appropriate congressional  
23 committees a strategy for how to adapt and evolve training  
24 requirements to better meet the Department's current and  
25 future needs for 21st century diplomacy.

1       (b) ELEMENTS.—The strategy required under sub-  
2 section (a) shall include the following elements:

3                 (1) Integrating training requirements into the  
4 Department of State's promotion policies, including  
5 establishing educational and professional develop-  
6 ment standards for training and attainment to be  
7 used as a part of tenure and promotion guidelines.

8                 (2) Addressing multiple existing and emerging  
9 national security challenges, including—

10                     (A) democratic backsliding and  
11 authoritarianism;

12                     (B) countering, and assisting United  
13 States allies to address, state-sponsored  
14 disinformation, including through the Global  
15 Engagement Center;

16                     (C) cyber threats;

17                     (D) aggression and malign influence;

18                     (E) the implications of climate change for  
19 United States diplomacy; and

20                     (F) nuclear threats.

21                 (3) Establishing residential training for the A–  
22 100 orientation course administered by the Foreign  
23 Service Institute, and evaluating the feasibility of  
24 residential training for long-term training opportuni-  
25 ties.

1       (c) UTILIZATION OF EXISTING RESOURCES.—In es-  
2 tablishing the residential training program pursuant to  
3 subsection (a)(3), the Secretary of State shall work with  
4 other national security departments and agencies that em-  
5 ploy residential training for their orientation course and  
6 consider using the Foreign Affairs Security Training Cen-  
7 ter in Blackstone, Virginia, a facility of the Department  
8 of State.

9 **SEC. 10. REPORT AND BRIEFING REQUIREMENTS.**

10       (a) REPORT.—Not later than 1 year after the date  
11 of the enactment of this Act, the Secretary of State shall  
12 submit to the appropriate congressional committees a re-  
13 port that includes—

14               (1) a strategy for broadening and deepening  
15 professional development and training at the Depart-  
16 ment, including assessing current and future needs  
17 for 21st century diplomacy;

18               (2) the process used and resources needed to  
19 implement the strategy throughout the Department;  
20 and

21               (3) the results and impact of the strategy on  
22 the workforce of the Department, particularly the  
23 relationship between professional development and  
24 training and promotions for Department personnel,

1       and including the measurement and evaluation  
2       methods used.

3       (b) BRIEFING.—Not later than 1 year after the date  
4       on which the Secretary of State submits the report re-  
5       quired by subsection (a), and annually thereafter for 2  
6       years, the Secretary shall provide to the appropriate con-  
7       gressional committees a briefing on the information re-  
8       quired to be included in the report.

9       **SEC. 11. FOREIGN LANGUAGE MAINTENANCE INCENTIVE**

10                   **PROGRAM.**

11       (a) AUTHORIZATION.—The Secretary of State is au-  
12       thorized to establish and implement an incentive program  
13       to encourage members of the Foreign Service who possess  
14       language proficiency in any of the languages that qualify  
15       for bonus points, as determined by the Secretary, to main-  
16       tain critical foreign language skills.

17       (b) REPORT.—Not later than 90 days after the date  
18       of the enactment of this Act, the Secretary of State shall  
19       submit a report to the appropriate congressional commit-  
20       tees that includes a detailed plan for implementing the  
21       program authorized under subsection (a), including antici-  
22       pated resource requirements.

1   **SEC. 12. DEPARTMENT OF STATE WORKFORCE MANAGE-**  
2                         **MENT.**

3                 (a) SENSE OF CONGRESS.—It is the sense of Con-  
4     gress that informed, data-driven, and long-term workforce  
5     management, including with respect to the Foreign Serv-  
6     ice, Civil Service, locally employed staff, and contractors,  
7     is needed to align diplomatic priorities with the appro-  
8     priate personnel and resources.

9                 (b) ANNUAL WORKFORCE REPORT.—

10                 (1) IN GENERAL.—In order to understand the  
11     Department of State's long-term trends with respect  
12     to its workforce, the Secretary of State shall, with  
13     input from relevant bureaus and offices, including  
14     the Bureau of Global Talent Management, the Bu-  
15     reau of Consular Affairs, and the Center for Ana-  
16     lytics, submit to the appropriate congressional com-  
17     mittees a report that details the Department of  
18     State's workforce, disaggregated by Foreign Service,  
19     Civil Service, locally employed staff, and contrac-  
20     tors—

21                 (A) the number of personnel who were  
22     hired;

23                 (B) the number of personnel whose em-  
24     ployment or contract was terminated or volun-  
25     tarily left the Department;

(C) the number of personnel who were promoted, including the grade to which they were promoted;

(E) the distribution of the Department of State's workforce based on domestic and overseas assignments, including a breakdown of the number of personnel in geographic and functional bureaus, and the number of personnel in overseas missions by region.

1       priate size and composition of the Department of  
2       State.

3       **SEC. 13. SENSE OF CONGRESS ON THE IMPORTANCE OF**  
4                   **FILLING THE POSITION OF UNDERSECRE-**  
5                   **TARY FOR PUBLIC DIPLOMACY AND PUBLIC**  
6                   **AFFAIRS.**

7       It is the sense of Congress that since a vacancy in  
8       the position of Undersecretary for Public Diplomacy and  
9       Public Affairs is detrimental to the national security inter-  
10      ests of the United States, the President should expedi-  
11      tiously nominate a qualified individual to such position  
12      whenever such vacancy occurs to ensure that the bureaus  
13      reporting to such position are able to fulfill their mission  
14      of—

15               (1) expanding and strengthening relationships  
16               between the people of the United States and citizens  
17               of other countries; and  
18               (2) engaging, informing, and understanding the  
19               perspectives of foreign audiences.

20       **SEC. 14. REPORT ON PUBLIC DIPLOMACY.**

21       Not later than 120 days after the date of the enact-  
22      ment of this Act, the Secretary of State shall submit a  
23      report to the appropriate congressional committees that  
24      includes—

1                         (1) an evaluation of the May 2019 merger of  
2                         the Bureau of Public Affairs and the Bureau of  
3                         International Information Programs into the Bureau  
4                         of Global Public Affairs with respect to—

5                             (A) the efficacy of the current bureau con-  
6                         figuration of the bureaus reporting to the  
7                         Under Secretary for Public Diplomacy and  
8                         Public Affairs in achieving the mission of the  
9                         Department of State;

10                         (B) the metrics before and after such  
11                         merger, including personnel data, disaggregated  
12                         by positions and location, content production,  
13                         opinion polling, program evaluations, and media  
14                         appearances;

15                         (C) the results of a survey of public diplo-  
16                         macy practitioners to determine their opinion of  
17                         the efficacy of such merger and any adjust-  
18                         ments that still need to be made; and

19                         (D) a plan for evaluating and monitoring,  
20                         not less frequently than once every 2 years, the  
21                         programs, activities, messaging, professional de-  
22                         velopment efforts, and structure of the Bureau  
23                         of Global Public Affairs, and submitting a sum-  
24                         mary of each such evaluation to the appropriate  
25                         congressional committees; and

12 (B) proposals to collaborate with think  
13 tanks and academic institutions working on  
14 public diplomacy issues to implement recent  
15 outside recommendations; and

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